Nova Scotia Department of Labour and Advanced Education

Annual Accountability Report for the Fiscal Year 2012-2013

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1.0 Accountability Statement

The accountability report of the Department of Labour and Advanced Education for the year ended March 31, 2013 is prepared pursuant to the *Finance Act* and government policies and guidelines. These authorities require the reporting of outcomes against the Department of Labour and Advanced Education Statement of Mandate for the fiscal year 2012-13. The department's reporting of outcomes necessarily includes estimates, judgments and opinions by management of the Department of Labour and Advanced Education.

We acknowledge that this accountability report is the responsibility of the Department of Labour and Advanced Education management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the department's 2012-13 Statement of Mandate.

2.0 Message from the Minister and Deputy Minister

We are very pleased to share with Nova Scotians the accomplishments of the Department of Labour and Advanced Education for 2012-13.

Through the efforts of management and staff across the department and the province, we have accomplished what we committed to do in our Statement of Mandate.

For example, we launched the Workplace Safety Strategy alongside the Workers' Compensation Board, with the goal to make Nova Scotia the safest place to work in Canada. This strategy has a role for government, employers and employees, as everyone has a part to play in changing the culture to keep Nova Scotia's workplaces safe.

We are improving our administrative penalties to identify areas that could be strengthened. During province-wide consultations, hundreds of Nova Scotians gave us great ideas on how to improve the system and we're coming up with solutions that will protect workers and allow employers to focus on their businesses.

During the past year, we moved several important pieces of legislation. These include, but are not limited to, legislation that protects the benefits of Cape Breton's coal miners who spent their careers in the mines. We also made changes to the Labour Standards Code to protect jobs for parents and guardians, who are now entitled to federal Employment Insurance benefits or unpaid leave when their child is critically ill or missing.

For the first time, the Province hosted the Canadian Coalition of Women in Engineering, Science, Trades and Technology whereby 300 participants from across Canada came together to form partnerships and pathways to encourage more women to pursue careers in science, trades and technology.

We've seen some noteworthy success in some of our programs. Last year, 700 families chose Nova Scotia as a place to call home – that was the most we have ever nominated annually through the Nova Scotia Nominee Program. And the START program, which connects unemployed Nova Scotians with little or no experience with employers willing to give them the skills, is a huge success with about 350 Nova Scotians becoming employed with good jobs and apprenticeships.

We've continued to hold tuition at or below the national average, as well as capped student debt, upped grants, and invested more money to help Nova Scotian students than ever before. We've also redirected $25-million of university monies into an Innovation Fund.

For the fourth time since 2010, we increased the minimum wage to help more Nova Scotians and their families earn a decent pay for a decent day's work. This year, it went up 1.5 per cent, to $10.30 an hour.

And in 2011, we began a review of the apprenticeship system. As a final step, we brought together a panel of industry representatives to provide recommendations on how the current system can be improved through enhanced employer engagement.

Hon. Frank Corbett
Minister

Sandra McKenzie
Deputy Minister

3.0 Financial Results

Labour and Advanced Education			
	2012-13 Estimates	2012-13 Actual	2012-13 Variance
Program & Service Area	($thousands)	($thousands)	($thousands)
Gross Department Expenses:	346,208	345,474	(734)
Administration	926	1,495	569
Policy, Planning and Professional Services	4,307	3,724	(583)
Safety	13,244	12,182	(1,062)
Labour Services	7,447	6,691	(756)
Skills and Learning	131,870	132,281	411
Higher Education	47,229	48,504	1,275
School Cap Amortization	6,227	6,227	0
Community College Grants	127,809	127,845	36
Office of Immigration	6,375	5,762	(613)
NS Advisory Council Status of Women	774	763	(11)
Total Gross Departmental Expenses	346,208	345,474	(734)
Additional Information:			
Ordinary Revenues, Fees and Recoveries	(135,956)	(137,305)	1,349
TCA Purchase Requirements			
Provincial Funded Staff (FTEs)	324	287	37

Explanatory Note:
The Department of Labour and Advanced Education worked very hard to deliver its programs within its budget allocation. In this regard, the Department was able to successfully hold expenditures within 1% of its overall budget. Funding was redistributed among branches is order to accomplish this task.

Assistance to Universities			
	2012-13 Estimates	2012-13 Actual	2012-13 Variance
Program & Service Area	($thousands)	($thousands)	($thousands)
Gross Department Expenses:	347,619	380,847	33,228
Operating	293,235	327,128	33,893
Atlantic Veterinary College	6,075	6,067	(8)
Targeted Funding	2,343	2,334	(9)
Special Payment	45,966	45,318	(648)
Total Gross Departmental Expenses	347,619	380,847	33,228
Additional Information:			
Ordinary Revenues, Fees and Recoveries	14,570	14,812	242
TCA Purchase Requirements	0	0	0
Provincial Funded Staff (FTEs)	0	0	0

Explanatory Note:
Assistance to Universities overspent their budget allocation in 2012-13 in order to provide assistance to post-secondary institutions, so that they could fulfil their various financial obligations and operations without negative impact upon the universities or their students.

4.0 Measuring Our Performance

4.1. Safety

4.1.1. Outcome: Nova Scotians will lose less time from work due to workplace accidents or illness.

Measure 1: New lost-time claims per 100 workers.

What does this measure tell us? This measure shows the percentage of workers in Nova Scotia that filed new lost time claims in 2012. Low percentages indicate relatively safe work environments.[1] To allow for targeted worker safety initiatives the department is committed to ongoing collaboration with the Workers' Compensation Board and other partners to identify high accident firms and sectors, and frequent types of accidents. Targeted risk-based inspections, and worker safety initiatives are some activities of LAE which address this measure.

Where are we now? Over the last five years, the injury rate has trended downward. In 2010, the injury rate for time-loss claims per 100 covered employees has decreased by 0.13% from 2.21 in 2010 to 2.08 in 2011. Pooled regional results for 2012 will not be available until later this year.

Injury rates per 100 workers

	2007	2008	2009	2010	2011	2012
Nova Scotia	2.72	2.59	2.33	2.21	2.08	1.96
Atlantic Canada	1.93	1.86	1.76	1.70	1.65	NA[2]
Canada	2.24	2.12	1.82	1.76	1.72	NA[3]

Where do we want to be? Although the rate is decreasing, by 2016 we would like to be at or below the national average, which was 1.76 lost time claims per 100 workers in 2010. For 2012, the goal was to be at 2.01, and the Department exceeded this goal.

Changes in measure: Previously this measure was calculated differently for NS than for the other provinces. The data presented above represents the corrected data calculated with the Association of Workers' Compensation Boards of Canada (AWCBC) methodology for consistent comparison.

[1] NOTE: The WCB statistics given above are compiled by calendar year, not fiscal year.
[2] 2012 data for Atlantic not available until August.
[3] 2012 data for Canada not available until August.

Measure 2: Average duration of lost-time claims

What does this measure tell us? Calculated using the Composite Duration Index (CDI) (an assessment of the length of time workers are off the job due to injuries) this measure refers to the average number of days workers in Nova Scotia were off work after a reported workplace injury. Low durations indicate relatively safe work environments and less severe injuries. Other factors may influence this measure, such as shifts in healthcare policies and practices.

Where are we now? In 2012, the CDI was 99 days. This number has been relatively static in NS for the past four years, but is increasing in Canada as an average.

	2007	2008	2009	2010	2011	2012
Nova Scotia	102	95	98	98	98	99
Atlantic Canada	91.8	97.52	92.66	92.8	91	NA[4]
Canada	67.74	68.98	69.81	70	71	NA[5]

Data source: Association of Workers' Compensation Boards of Canada and based on 11 of 12 jurisdictions reporting.

Where do we want to be? Our goal is to reach or fall below the national average, which was 71 days in 2011. This would represent a significant improvement for Nova Scotia. The department is committed to ongoing collaboration with the Workers' Compensation Board (WCB) and other partners to identify high accident firms and sectors, and frequent types of accidents to reach our goal.

Changes in measure: Previous data (8,050 for 2008 and 7,206 for 2009) referred to the total number of registered compensable time-loss claims. Data was compiled for the 2011-12 and 12-13 report to reflect the duration of lost time claims.

4.2.Labour Services

4.2.1. Outcome: A stable labour relations environment

Measure: Time lost due to strikes and lockouts

What does this measure tell us? This measure shows the overall number of days workers were either on strike or locked-out by their employer. A reduction in the number of days lost results in a more competitive economy, and a more stable labour relations environment.

Where are we now? There were three work stoppages in 2012-13 comprising 151 days lost. In 2011-12 there were four work stoppages in Nova Scotia for a total of 62 days lost. This is a decrease in number of work stoppages from the previous year, and but an increase in number of days lost. One work stoppage event which affected very few employees accounted for 80% of the lost days. In 2012-13 there was a higher volume of collective agreements that came due for renewal, thus the likelihood of strikes was higher.

	2010-11	2011-12	2012-13
# work stoppages	5 work stoppages	4 work stoppages	3 work stoppages
# days lost	(173 days lost)	(62 days lost)	(151 days lost)

[4] 2012 data for Atlantic not available.
[5] 2012 data for Canada not available.

Where do we want to be? The goal is to have fewer numbers of days lost due to strikes and lockouts in Nova Scotia. While recognizing that labour disputes need to be resolved between employers and unions, the department aims to play a supportive role through legislation and services that encourage a speedy resolution to disputes. The department offers a variety of services and programs to encourage harmonious labour practices, including conciliation/mediation and preventative mediation. It also provides administrative support to the Non-Binding Arbitration Program.

4.2.2. Outcome: Timely dispute resolution in non-unionized workplaces

Measure: Average time for Labour Standards Code complaints to be assigned an officer.

What does this measure tell us? This refers to the average number of days it takes the department to appoint a labour standards officer to a given file, and provides an indication of staff response times to complaints, thereby preventing an accumulation of backlog. It also determines how quickly the department can assign a file to an officer so that the dispute resolution process can get underway. The time varies based on a combination of factors such as staffing levels, the number and complexity of complaints received, and the demands of other compliance-based activities.

Where are we now? On average, it took the department 19 days to appoint a labour standards officer to a given file in 2012-13, compared to 9.3 days the previous year. In 2011-12 staff time was focused on file work and the overall volume of complaints was down by approximately 14%. In 12-13 significant staffing challenges were experienced along with a 17.75% increase in complaints from the previous year (2011/12).

	2010	2011	2012
Avg. # of days to appoint a labour standards officer	15.4	9.3	19

Where do we want to be? The department maintains an ongoing target of 14 calendar days. As a number of complaints are assigned immediately (i.e. within one day of receiving the complaint) for intervention rather than waiting for regular file assignment, these impact the average file assignment time.

4.3.Skills and Learning

4.3.1. Outcome: Reduced barriers to licensure in regulated occupations

Measure: Reduce timelines for certified workers and internationally trained workers to be licensed in Nova Scotia.

What does this measure tell us? This measure refers to the average length of time between receipt of a completed application and response to the applicant for those new applicants who either received their qualifications in Nova Scotia, in another Canadian jurisdiction, or another country. This is the amount of time it takes the regulatory body to recognize the equivalency of workers licensed or certified in other Canadian jurisdictions.

Where are we now? Baseline data was collected in 2012 pertaining to the year 2010 through a survey submitted by each individual regulatory body. Since that time questions have been modified and clarified. The regulatory bodies are required to collect specified data as of January 1, 2013 in the categories listed in the table.

	2010
Workers already certified in Canada (AIT Transfer)	32 regulatory bodies reported 1045 transfers accepted
New Applicant from NS	Not collected for 2010
New Applicant from another Canadian jurisdiction (not already licensed)	Not collected for 2010
New applicant from another country (internationally trained workers)	24 regulatory bodies reported 428 new members
Total	40 regulatory bodies in NS, reported 4581 applicants

Where do we want to be? Skilled workers from other provinces and countries are important to Nova Scotia's economic future. The department is committed to reducing barriers to labour mobility, as required under the Federal / Provincial / Territorial Agreement on Internal Trade. Additionally, the department will ensure transparent, objective, impartial and procedurally fair registration practices in regulated occupations, as required by the *Fair Registration Practices Act*. All regulatory bodies are collecting necessary data for this measure as of January 1, 2013. Data submissions will be required by February 15,of each year, starting in 2014.

Changes in measure: This measure from 2011-12 has replaced "Requirements imposed on workers certified in another jurisdiction" from the previous year. Data collected in 2012 reflect total numbers of applications, and not elapsed time for applications.

4.3.2. Outcome: Greater attachment to labour market

Measure 1: Number of Employment Insurance (EI) eligible clients employed

What does this measure tell us? This speaks to the department's success rate at helping EI clients find employment. This also indicates the extent to which the programming and supports provided through the Labour Market Development Agreement aided successful job searches.

Where are we now? In 2012-13, 5,259 EI clients have found work in Nova Scotia, from13,478 active and former EI clients served . Of 4,410 other clients served, 1,116 found employment in 12-13. The variance between the 11-12 and 12-13 years is mostly attributed to acknowledged losses due to the transition of technological systems from the Federal CSGC system to the provincial LaMPSS[6] system Some of the decline in results over the past 3 years may be indicative of the end of the temporary Strategic Training and Transition Fund from the Federal government in 2010-11.

	2010-11	2011-12	2012-13
EI Clients Employed	6,942	6,734	5,259
Other LMDA Clients Employed	1,431	1,509	1,116

Where do we want to be? In 2012-13, the department's goal was to see 6,200 EI eligible clients employed.

[6] LAMPSS (Labour Market Programs Support System) is an IT application that does agreement and case management and business intelligence for the Department of Labour and Advanced Education.

Measure 2: Percent of clients completing interventions

What does this measure tell us? The number of LMDA clients completing their intervention is a quantifiable indicator of an increase in the employability of the Nova Scotia labour force at both an overall and individual level. In addition, it assists Nova Scotia and its service providers in continually improving the programs and services offered to clients.

Where are we now? In 2012-13, 76% of clients participating in LMDA programs have completed their interventions, down from 80.5% the year before. We anticipate the percentage measure will be stable in the future due to the implementation of the LaMPSS system.

	2010-11	2011-12	2012-13 *
Clients w/ completed interventions	17,582	15,475	19,344
% of all clients w/ completed int.	82.7%	80.5%	76%

Where do we want to be? This measure does not lend itself well to targeting, but rather to reporting a comparison to previous benchmarks. That is because the number of interventions is not predictable, as one client may participate in multiple interventions. Given this, the department's goal was to see 85% of interventions completed in 2012-13.

4.3.3. Outcome: Increasing the number of Nova Scotians who achieve trade certification

Measure: The number of Nova Scotians who achieve trade certification

What does this measure tell us? This measure refers to the number of Nova Scotians achieving trade certification in a given year. There are currently 65 designated trades in Nova Scotia. Participation in the apprenticeship program provides social and economic benefits to participants, their communities, and the province.

Where are we now? The department continues to work with industry and other partners to ensure Nova Scotians get high-quality training that meets the needs of employers. In 2012-13, 976 Certificates of Qualification were issued to apprentices and trade qualifiers. The number of certificates issued has increased for the past 6 year and has gone up by 1% for both 11-12 and 12-13 year over year.

	2006-7	2007-8	2008-9	2009-10	2010-11	2011-12	2012-13
Certificates of Qualification issued	745	839	852	852	867	964	976

Where do we want to be? Over the long term, the goal is to match the number of certified journeypersons to labour market demand. To assist the province in reaching this target the department will work towards:

- Increasing apprentice access to block training.
- Helping employers be more aware and engaged.

- Offering more flexible learning options.
- Aligning training with the needs of the labour market.
- Removing barriers to increase participation of under-represented groups.

4.3.4. Outcome: Enhance productivity in workforce through productivity training

Measure: Grants to begin productivity training

What does this measure tell us? This measure refers to the number of grants the Department of Labour and Advanced Education and the Department of Economic and Rural Development and Tourism issued to businesses in 2012-13 to begin training to is intended to increase the productivity of the business by increasing worker skills.

Where are we now? The department issued 120 grants in fiscal year 2012-13. As of March 31, 2013 these grants represented approximately $3.5 million in commitments. To date, the program has trained over 12,406 employed Nova Scotians.

	2011-12	2012-13
Number of grants to businesses	204	120

Where do we want to be? The department expects to see an increase this year. The Workplace Innovation and Productivity Skills Incentive (WIPSI) is a fairly new program that began in December, 2010. During its first year there was a steady increase in the volume of applications. During the second year, the number of applications plateaued. In 2013-14, the volume is expected to increase due to the program's new delivery strategy. Scheduled for September 2013, LAE and ERDT field staff across the province will now work together to promote and approve WIPSI applications on-site. As more businesses become aware of the program and are able to receive approval of funding more quickly, we anticipate that more grants will be issued. For 2013-14, the minimum target has increased to 200.

4.3.5. Outcome: Increase in essential skills and human resource capability

Measure: Participation in Workplace Education Programs

What does this measure tell us? This measure is an indicator of the number of workers who have participated in workplace training programs, which are delivered across the province in partnership with businesses and labour organizations. The goal of the program is to increase essential skills in communication, teamwork, productivity, computer proficiency and literacy.

Where are we now? In 2012-13, 4,681 employees participated in workplace education programs and organizational needs assessments compared to 3,200 in 2011-12. Participation escalated as a result of: increasing cluster programs with small business; acquiring mobile computer labs; new program offerings such as HR Essentials for Small Business and Essentials for Certification; and marketing and promotion.

Where do we want to be? The department's annual target continues to be 4,000 employees.

4.3.6. Outcome: Increased employment outcomes for underemployed and underrepresented groups

Measure: NEW MEASURE (For 2012-2013 only) Pilot Welcoming Workplaces with 35 small and medium sized enterprises (25 for-profit and 10 non-profit)

What does this measure tell us? This measure is a completion point for two pilots which will allow the Department to have a greater capacity to encourage labour market attachment for groups under-represented in the workforce.

Where are we now? In 2011-12 and 2012-13 35 pilots were designed and completed. We have embedded Welcoming Workplaces curriculum into current Workplace Education Programming (such as HR Essentials for Small Business). This measure is: status complete.

Where do we want to be? The pilots are now complete and the learning from these are integrated into other programs in the Department.

4.3.7. Outcome: Ongoing education and opportunities for adult learning

Measure : Increased participation in Nova Scotia School for Adult Learning programs

What does this measure tell us? This measure refers to the number of students enrolled in the Nova Scotia School for Adult Learning (NSSAL).

Where are we now? For 2012- 13 as of June 2013 , there are 4,350 learners (final numbers won't be known until summer programs end in August 2013), with 720 of these learners being new NSSAL learners in 2012-13. In 2011-12, there were 4,400 students enrolled in NSSAL, which provides opportunities for individuals to advance at home, in the community and in the workplace through adult learning, literacy and essential skills.

Where do we want to be? The *Adult Learning Act* (and accompanying Regulations) will establish a governance framework for educational and fiscal accountability that ensures programs are delivered using recognized principles of adult education; that public monies are well spent; and that adult learners are well-served. The Act reaffirms the Government's commitment to adult learning; addresses governance and accountability measures to regulate the quality and effectiveness of the adult learning system; and stimulates public awareness about the need for and capacity to improve literacy levels and essential skills in Nova Scotia. The target is 500 new learners over three years (2011-14) The 500 new NSSAL learners target has been exceeded. We had 600 new learners in 2011-12 and 720 new learners in 2012-13.

4.3.8. Outcome: Improved training opportunities for non-profit and voluntary (NPV) sector (paid and unpaid workers)

Measure 1: Grants to support training of unpaid workers volunteering in the NPV sector

What does this measure tell us? Supporting the NPV sector by providing training to unpaid workers, supports the sustainability of the sector, increases the skills and employability of the volunteers, and allows for ongoing quality service delivered through non-profit organizations.

Where are we now? The NPV division used funds to support the SkillsonlineNS.ca project coordinated by Workplace Initiatives through our development of eight custom courses designed for the non-profit sector (which included unpaid staff in addition to paid staff working in the sector). The division also provided funds to Rural Coastal Communities Network to complete the work of goodns.ca / bonNE.ca

website for volunteer and organization matching. The site will be a resource for research dialogue in addition the matching function to support the engagement of volunteers

Work to design and develop the course outlines and content was initiated and completed in 2012-13 with the official launch of the courses on June 21, 2013 with the Minister.

Where do we want to be? Activities to achieve this outcome include: Consult with the sector, educators and national organizations; design program; train instructors; market programs offered. Long-term goal: continue to provide varied training to non-paid workers (volunteers).

Measure 2: **NEW MEASURE** Number of sector staff being trained in HR standards, essential skills, social enterprise and innovation

Where are we now?
This year was a foundational year establishing the infrastructure for training in the province. A large funding agreement was developed by the NS government to the newly formed Community Sector Council of NS to establish six regional hubs and hire six regional staff to convene, coordinate and plan training agendas for the non-profit sector. The Council has completed the selection of six hubs and is in the process of hiring staff for these important positions.

	2012-13
Number of Training Projects (Number of Persons Trained)	1. Community Foundations of Canada (6) 2. Atlantic Council for Community and Social Enterprise (110) 3. Counseil de Development NE (16)
Total Number of Persons Trained	132

Where do we want to be?
LAE is moving forward on this outcome through the following actions in 2013-14 :

- Have 6 hubs established with 6 staff working regionally with the non-profit sector in the areas of training and organizational development.
- Have 5 regional trainers plus one bilingual trainer available across province to deliver HR Management training.
- Continue to support the business development skills of the non-profit sector in the area of social enterprise.

4.4.Policy, Planning and Professional Services

4.4.1. Outcome: Streamlined regulations and reduce administrative burden

Measure: Reduce administrative burden

What does this measure tell us? This measure tracks departmental initiatives to streamline regulations and reduce administrative burden.

Where are we now? The new Workplace Health and Safety Regulations were approved in March 12, 2013 and will become effective on June 12, 2013. The regulations consolidate 12 stand-alone documents into one. The initial document has established the format and administrative sections, and incorporated the former Fall Protection and Scaffolding Regulations, Occupational Health Regulations, and Temporary Workplace Traffic Control Regulations. It also established a new regulation to cover an industry that has, previously been unregulated, i.e. Work Requiring Rope Access, in collaboration with businesses who do

this work. The second phase of this project is underway and it is anticipated that the full document will be complete by 2015.

The benefits of consolidating the regulations include:

- Eliminating duplication, especially in the administrative section of the documents;
- Reducing the potential for conflict between different regulations;
- Creating efficiencies for the review and updating process
- Electronic distribution and search function. The documents are currently available on our website for electronic download, but each document must be read or searched individually. By consolidating the regulations, only one document need be searched electronically. This will provide convenience and efficiency in determining the regulatory requirements that must be complied with.

Where do we want to be? The department is committed to ensuring a minimal administrative burden for businesses and the general public while ensuring that standards are maintained.

4.4.2. Outcome: Increased cultural competence among department management and staff

Measure: **NEW MEASURE** Number of management and staff participating in employment equity training

What does this measure tell us? LAE introduced its Employment Equity plan in 2011, which is an ambitious plan to make LAE a welcoming workplace. Building cultural competency will create a better work environment at LAE, and allow us to better serve our clients.

Where are we now? A cultural competency session was held with the senior management team. Managers participated in a diversity activity at the management retreat. Actions to advance this outcome include implementing the employee equity plan, including manager training and promoting other training through the Public Service Commission, including diversity and cultural competence.

Where do we want to be? Continue to support diversity training in the Department.

4.4.3. Outcome: Improved French-language services

Measure: Improved compliance with the French-language service plan at 80% or greater.

What does this measure tell us? Nova Scotia government departments and agencies are required to have a plan that outlines program and service delivery options available to French-speaking clients. This measure refers to the department's progress in meeting their self-imposed targets.

Where are we now? We remain committed to working collaboratively with Acadian Affairs to enhance the department's capacity to deliver French-language services. Twenty-nine of thirty-one (94%) French Language Service Plan activities were accomplished, including:

- Three divisions and offices of LAE, Employment Nova Scotia, Office of Immigration, and Advisory Council on the Status of Women, now have French websites that provide access to many documents, programs and services available in French.

- The development of French-language curricula to improve literacy, essential skills and employment outcomes for adults in Acadian regions across the province.

- Launch of a marketing and recruitment plan for French-speaking immigrants to Nova Scotia, a strategic partnership between Office of Immigration and Réseau en immigration francophone Nouvelle-Écosse.

- Two of three Provincial ***Bonjour!*** Award for Excellence in French-language Services recipients were staff of LAE.

- The translation of hundreds of publications and website materials to French, including the HR Toolkit, which provides web-based tools and information to help small and medium-sized employers find, keep and develop valued employees.

- The inclusion of French-language components (communications, written reports, bilingual service, ability to provide feedback in French) in a consultation with employment stakeholders on the transformation of services of Employment Nova Scotia.

- The provision of French-language training to 21 department staff in Halifax, Sydney, Truro and Tusket.

Where do we want to be? We are committed to building on existing capacity to provide services in French to meet the needs of Nova Scotia's Acadian and francophone community. For 2013-14, the target is 90% planned activities completed. In the longer term, the department aims to achieve all of its planned activities each year to continually improve services to the Acadian and francophone community.

4.5.Higher Education

4.5.1. Outcome: Better educated Nova Scotians

Measure No 1: Average Nova Scotia undergraduate university tuition fee

What does this measure tell us? This measure indicates the affordability, accessibility, and competitiveness of public post-secondary education in Nova Scotia.

Where are we now? The aim of this measure is to ensure that undergraduate tuition fees being paid by Nova Scotia students studying in Nova Scotia remain below the national average. In 2012-13, the average undergraduate tuition fee for these students was $5,557, slightly below the national average of $5,581. Fees in Nova Scotia rose 3.7% for 2012-13 following a 4.1% increase the year before. As well, the Nova Scotia University Student Bursary Program provides funding to reduce the cost of undergraduate tuition.

	2007-8	2008-9	2009-10	2010-11	2011-12	2012-13
Average tuition fee	$5,936	$5,629	$5,345	$5,130	$5,362	$5,557

Where do we want to be? The government signed a three-year Memorandum of Understanding with the Nova Scotia universities in 2011 that reiterates the parties' commitment of a 3.0% tuition cap, and includes provisions for a tuition policy review. The department will ensure undergraduate tuition remains at, or below, the national average while helping universities to remain competitive and sustainable for years to come.

Measure No. 2: Percentage of Nova Scotians aged 25-54 with post-secondary certificate, diploma or degree

What does this measure tell us? This measure shows the percentage of Nova Scotians aged 25-54 who have a post-secondary certificate, diploma, or degree. Government recognizes that the attainment of post-secondary education better prepares Nova Scotians for the labour market.

Where are we now? As of 2012, 67.1% of Nova Scotians in this age group had a post-secondary certificate, diploma or degree. This does not include accreditations from private career colleges. The table below shows the percentage has been increasing since 2005.

	2005-6	2006-7	2007-8	2008-9	2009-10	2010-11	2011-12	2012-13
% Nova Scotians with post-secondary education	60.6%	61.2%	61.6%	60.2%	62.8%	65.3%	64.9%	67.1%

Source: Statistics Canada Labour Force Survey Table 282-0004

Where do we want to be? Through several initiatives, the department is working toward an increase in the percentage of Nova Scotians aged 25-54 who have a post-secondary certificate, diploma or degree. Further, the province will focus efforts on capping the amount of student debt, improving the loan-to-grant ratio so students have to pay back less money, and providing financial assistance to those students who need it most.

Measure No. 3: Number of diplomas, certificates and degrees issued by Nova Scotia institutions

What does this measure tell us? This measure indicates the capacity and ability of Nova Scotian institutions to provide post-secondary education by gathering data on the number of degrees, diplomas, and certificates issued, including: community college diplomas and certificates, undergraduate level diplomas and certificates, graduate level diplomas and certificates, bachelor's and first professional degrees, master's degrees, and earned doctorates.

Where are we now? The target for this measure was to increase the number of degrees, diplomas, and certificates issued by Nova Scotian institutions. The most recent data available from Statistics Canada shows that Nova Scotia institutions issued 9,738 degrees, diplomas, and certificates in 2008-09.[7]

Where do we want to be? The department aims to maintain the number of degrees, diplomas, and certificates issued.

Measure No. 4: Number of Nova Scotians enrolled in Canadian universities

What does this measure tell us? This measure shows the number of Nova Scotians studying full-time in public post-secondary education in a Canadian university; and indicates the accessibility to public post-secondary education for Nova Scotians.

Where are we now? The target of this measure was to increase the number of Nova Scotians in universities over the 2002-03 baseline data of 32,230 - the period before the double-cohort surge in enrolment from Ontario. In 2003-04, 33,175 students were enrolled, exceeding the 2002–03 target; however in subsequent years the number of students enrolled has declined slightly. The most recent data available from Statistics Canada (2008-09) shows enrolment of Nova Scotian students in Canadian universities at 30,204.

Where do we want to be? The department aims to maintain enrolment. Several initiatives are being undertaken to help with access to post-secondary education including those noted above.

Measure No. 5: Enrolment at the Nova Scotia Community College (NSCC)

What does this measure tell us? This measure refers to the total number of students enrolled at the NSCC, and indicates the level of accessibility to its programs

Where are we now? As the following graph shows, there were 10,688 students enrolled at the NSCC in 2011-12, up slightly from the year before.

	2007-8	2008-9	2009-10	2010-11	2011-12	2012-13
# of students	9,922	10,505	10,433	10,669	10,688	10, 676

Where do we want to be? Future enrolment targets at the Nova Scotia Community College have yet to be determined. However, the aim for 2013-14 is to see maintained enrolment.

[7] http://www.statcan.gc.ca/pub/81-582-x/2011002/tbl/tbld2.5-eng.htm

4.5.2. Outcome: Improve access to post-secondary education through improved funding and program delivery of student assistance

Measure No. 1: Number of grants issued for under-represented groups

What does this measure tell us? This measure refers to the number of post-secondary education grants issued to under-represented groups in Nova Scotia in a given year. (Canada Nova Scotia Access Grant, Canada Student Grants (CSG's), Provincial Access Grants).

Where are we now? The department issued 14,404 grants to 11,467 students in 2011-12. This is slightly higher than the previous year, but more than doubles the total from four years before. This increase is a result of the federal government's implementation of the Canada Student Grant program, through which NS issues roughly $20 million in CSG's to under-represented Nova Scotia students.

Where do we want to be? The department aims to continue to improve the number of grants to under-represented groups as this is critical to the promotion of equity of access to post-secondary education.

	2010-11	2011-12
# grants	13,885	14,404
# students	11,148	11,467

Measure No. 2: Value of grants issued for under-represented groups

What does this measure tell us? This measure refers to the dollar value of grants issued for under-represented groups.

Where are we now? The value of grants to under-represented groups has increased from 2011-12 to 2012-13. The target for this performance measure was to increase the value of grants issued to under-represented groups by 10% over the 2004–05 baseline of $3,036,462. In 2011-12, the department issued $24.7 million in federal and provincial grants. This increase is a result of the federal government's implementation of the Canada Student Grant program.

	2004–05	2010-11	2011-12
Value of grants	$3,036,462	$23.8 million	$24.7 million

Where do we want to be? The department aims to continue to improve the value of grants to under-represented groups as a critical instrument in promoting equity of access to post-secondary education.

4.5.3. Outcome: Increased access to post-secondary education for students with disabilities

Measure No. 1: Number of students with disabilities graduating with post-secondary certificate, diploma or degree who receive assistance from the Province of Nova Scotia.

What does this measure tell us? This measure refers to the number of Nova Scotia post-secondary students with disabilities who are graduating with a certificate, diploma or degree and who receive financial assistance from the province. When compared with participation numbers, it can help to determine what effects the provision of disability supports during post-secondary education may have on retention and graduation.

Where are we now? Data is collected annually (typically in the fall) from our partner Nova Scotia universities and the NSCC, then consolidated with our own departmental data. When compared to

participation numbers which had a slight decrease in 2010-11, a slight decrease in number of graduating students is expected. In any given year, the number of graduates is also affected by the distribution of students in college vs. university programs, the latter taking significantly longer to complete. Frequently, students with disabilities choose lower course loads to enhance success.

	2004-5	2005-6	2006-7	2007-8	2008-9	2009-10	2010-11	2011-12
# of graduates	369	517	537	578	574	659	652	712

Where do we want to be? The department is striving to affect an annual increase in numbers of students with disabilities participating in post-secondary education. An increase in students graduating is dependent upon an increase in students enrolling, persisting and achieving success in post-secondary education.

Measure No. 2: Percentage of total student enrolment at colleges and universities in Nova Scotia receiving assistance from one or more of the provincial programs for students with disabilities

What does this measure tell us? This measure indicates the rate of participation of students with disabilities in post-secondary education. It should be noted that not all students disclose having a disability and some attend out of province institutions. Students with disabilities receiving assistance from the Province of Nova Scotia's Post-Secondary Disability Services (PSDS) have a medically-documented permanent disability. "Permanent Disability" means a lifelong functional limitation caused by a physical or mental impairment that restricts the ability of a person to perform the daily activities necessary to participate in studies at a post-secondary school level or in the labour force.

Where are we now? Data is collected annually (typically in the fall) from our partner Nova Scotia universities and the Nova Scotia Community College (NSCC) and consolidated with our own. An increased participation of students with disabilities has been seen from the baseline year of 2003-04 when 1,600 students were recorded. The number of students has increased 3.9% from 3,055 in 2010-11 to 3,174 in 2011-12.

	2006-7	2007-8	2008-9	2009-10	2010-11	2011-12
% enrolled students with assistance from PSDS	4.2%	4.8%	5.2%	5.4%	5.7%	5.9%

* Uses the school year, therefore the most recent results are for 11-12 school year. Percentage is the number of self-identified students compared to all Canadian students in Nova Scotian University and Colleges.

Where do we want to be? The department is striving to continue an annual increase in numbers of students with disabilities participating in post-secondary education by increasing outreach activities, renewing and refreshing disability service MOU's with Nova Scotia universities and the NSCC, building connections with the P-12 system for transition planning and surveying students with disabilities to determine success strategies and gaps.

Changes in measure: Previous years reported on the number of self-identified students, this year the measure is changed to a percentage of eligible students.

4.6. Nova Scotia Advisory Council on the Status of Women

4.6.1. Outcome: Increased participation of women in public and political life

Measure 1: Number of campaign school graduates

What do these measures tell us? This measure specifies the number of graduates from campaign schools for women in Nova Scotia. By partnering with organizations and hosting campaign schools, Status of Women provides women with a realistic view of what's involved in running their own campaign and being an elected public official. By hosting these events, Status of Women is encouraging more women to run and be involved in elected office.

Where are we now? Status of Women partnered with the Union of Nova Scotia Municipalities to host five one-day municipal campaign schools in 2012-2013. This led to an increased number of graduates. In previous years, Status of Women has hosted a one three-day campaign school.

	2008-09	2011-12	2012-13
Number of campaign school graduates	25	75	112

Where do we want to be? When possible, we work with partners to host campaign schools and workshops for women in communities across Nova Scotia to encourage underrepresented groups to participate in politics and public life. These events incorporate a gender and diversity analysis.

Measure 2: Number of workshops facilitated to increase participation of women in public and political life.

What do these measures tell us? This measure refers to the number of partnerships and events led or co-hosted by the Status of Women, in recognition and support of women in leadership. The purpose of these workshops is to encourage women's increased participation in leadership roles in communities across Nova Scotia.

Where are we now? Status of Women held 10 workshops and learning events held with a total of 367 participants in 2012-13. This is a decrease in number of events from 2011-12, however the average number of participants in the events increased. Status of Women focused on a few larger events with its reduced staff numbers in 2012-13.

	2011-12	2012-13
Number of Events	50	10
Number of Participants	1, 000	367

Where do we want to be? We will continue to develop partnerships to increase diverse women's participation in public leadership roles in Nova Scotia.

4.6.3. Outcome: Greater economic equality for women

Measure 1: Number of women accessing the Bread and Roses Bursary from NSCC's science, trades and technology programs

What do these measures tell us? This measure refers to the number of *Bread and Roses* bursary recipients which include women enrolled in NSCC's trades and technology programs. The number of bursary recipients is a reflection of the increasing participation of women in science, trades and technology fields. These fields provide women with improved career opportunities and economic security.

Where are we now? In the academic year 2012-13, 30 students were provided with a bursary of $1000. We also facilitated the creation of a $100,000 endowment fund to ensure the sustainability of this program. This is an increase from 2011-12, when 20 women received the *Bread and Roses* bursary at NSCC, valued at $20,000.

Where do we want to be? For 2013-14, with existing and new partners, the department aims to preserve the same number of events and participants. Status of Women also aims for a slight increase in the number of Bread and Roses bursary recipients to 25.

	2010-11	2011-12	2012-13
Number of Bursary Recipients	20	25	30

Measure 2: NEW MEASURE: Number of workshops and learning events facilitated to promote women's economic security

What do these measures tell us? This measure identifies the learning events and workshops held to promote women's economic security. The purpose of these workshops and learning events is to encourage improved career opportunities for women to improve women's economic well-being.

Where are we now? In 2012-13, 6 workshops were held with a total of 470 participants. The workshop topics included women's economic security and the participation of women in science, trades and technology.

Where do we want to be? Continue to support province-wide initiatives that encourage women and girls in non-traditional careers and occupations. Collaborate with local partners from community, government and academia.

4.6.4. Outcome: Reduced violence against women and girls in Nova Scotia

Measure 1: NEW MEASURE : Implementation of the Domestic Violence Action Plan (DVAP)

What do these measures tell us? This measure tracks the progress of implementation to ensure there are improved coordinated services and supports for women, girls and their families who are experiencing domestic violence in Nova Scotia.

Where are we now? Status of Women has progressed on its goals to co-chair the DVAP implementation committee; maintain the Nova Scotia Domestic Violence e-clearinghouse; include the First Voice electronic survey; and incorporate gender and diversity analysis. Highlights of the progress of DVAP in 2012-13implementation include:

- mainstreaming community-government networking sessions including the launch of the *Neighbors, Friends and Family* initiative

- the completion of the pilot phase of the Domestic Violence Dialogue pilot project
- over 312,000 visits to NS Domestic Violence Resource Centre website

	2011-12	2012-13
Community-government meetings	9 sessions were held with 130 participants; 250 crime prevention symposium attendees	These sessions have become mainstreamed and are part of on-going work on an as needed regular basis.
# respondents to the Domestic Violence Dialogue Project - Pilot	Development phase included consultation with numerous diverse groups and individuals across Nova Scotia.	120 respondents
# visits to the NS Domestic Violence Resource Centre website	74,000 visits to the NS domestic Violence Resource Centre website	over 312,000 visits to NS Domestic Violence Resource Centre website

Where do we want to be? Status of Women will continue to co-chair the DVAP implementation committee while maintaining the Nova Scotia Domestic Violence Resource Centre website which includes links to numerous resources, including the Domestic Violence Dialogue Project . In the longer term, we will continue to be a leader and champion for horizontal approaches to preventing and reducing violence against women and girls in Nova Scotia.

Measure2 : Number of workshops and learning activities facilitated to reduce violence against women and girls

What do these measures tell us? This measure refers to the number of, events and participants led or co-hosted by the Status of Women to address violence against women (VAW). This also highlights resources such as publications (i.e., Cybersafe Girl website and booklets) and asset-maps created to list services that may be available for victims and their families/communities in Nova Scotia.

Where are we now? Status of Women has raised awareness and addressed violence against women and girls in Nova Scotia through the following initiatives in 2012-13:

1) Delivery of 10 workshops or awareness raising events with a total of 1140 participants

2) Partnering with the Atlantic Ministers Responsible for the Status of Women, to launch the Cybersafe Girl Initiative launched a bilingual website and tip sheets to address online safety for girls.

3) Distribution of over 5800 copies of violence against women publications and materials

	2011-12	2012-13
Partnerships	30 workshops/events with 1,500 participants.	10 workshops or awareness raising events with a total of 1140 participants
Information Distribution	Status of Women disseminated approximately 7,250 VAW publications which include: • 5,000 *Making Changes* booklets • 1,500 statistical fact sheets; • developing two asset-maps with over 100 organizations to provide services to victims through the Domestic Violence electronic Clearing House • The Clearing House received over 74,000 electronic visits.	The Cybersafe Girl Initiative to address online safety for girls launched : • a bilingual website • tip sheets Status of Women distributed over 5800 copies of violence against women publications and materials including: • 2100 Violence Against Women Fact Sheets • 1020 *Cybersafe Girl* Tip Sheets • 2549 *Making Changes* booklets • 186 *Happily Ever After* booklets
Horizontal Leadership	Status of Women co-chaired the implementation committee of the Government of Nova Scotia's Domestic Violence Action Plan (DVAP), and the Nova Scotia Inter-Agency Group on Human Trafficking (NSIGHT).	Status of Women continued to co-chair the DVAP and NSIGHT committees in 2012-13.

Where do we want to be? We will continue to be a leader and champion for horizontal approaches to preventing and reducing violence against women and girls in Nova Scotia. This includes taking a leadership role in raising awareness and enhancing partnerships about violence against women and girls in Nova Scotia.

4.6.5. Outcome: Improved health and well-being of women and their families

Measure: Number of workshops facilitated to improve the health and well-being of women, girls, and their families

What does this measure tell us? This outcome focused on partnerships and workshops around women's health and well-being, and providing information to immigrant women in Nova Scotia.

Where are we now? In 2012-13, we held or facilitated 8 workshops or learning events with a total of 240 participants. We anticipate an increase in activities in this area resulting from the emerging horizontal approach and framework for sexual violence and the health and well-being of women in girls in Nova Scotia.

	2011-12	2012-13
Partnerships	20 partnerships	5 partnerships
Events	5 workshops/events with 400 participants.	8 workshops/events with 240 participants.
Information Distribution	The online Information Guide for Immigrant and Newcomer Women received approximately 1,500 electronic visits.	The online Information Guide for Immigrant and Newcomer Women was redeveloped in 2012-13 and will include new promotional materials including posters, tip sheets, and bookmarks. To date, this site has had 640 site visits, however, we anticipate an increase when the new promotional materials are released.

Where do we want to be? Status of Women anticipates an increase in the level of engagement to facilitate workshops to improve the health and well-being of women and girls in Nova Scotia.

4.7. Office of Immigration

4.7.1. Outcome: Increased number of new immigrant landings in Nova Scotia

Measure: Number of new immigrant landings

What does this measure tell us? This measure refers to the number of new immigrants whose first point of settlement in Canada is Nova Scotia.

Where are we now? Although landings increased from 1,474 in 2003 to 2,653 in 2008, they dipped over a three-year period before beginning to rise again in 2012, when they reached 2,370. Factors related to the decrease include:

1) Decline in the number of Federal Skilled Workers arriving in Nova Scotia;

2) Elimination of the Economic Stream of the Nova Scotia Nominee Program (due to program adjustments);

3) Increase in the number of International Graduates through the Nova Scotia Nominee Program (since most are not married/do not have partners or dependent children). One nomination results in only one landing;

4) Immigrants finding employment opportunities in other parts of Canada.

The recent increase in landings is likely a reflection of a greater number of nomination certificates issued in the two-year period before 2012. Landings lag nominations by many months.

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
# Immigrant landings	1474	1771	1929	2586	2520	2653	2424	2408	2138	2370

Where do we want to be? Nova Scotia's long-term target is to recruit 7,200 new immigrants by 2020. Achieving this target is contingent on discussions with Citizenship and Immigration Canada (CIC).

4.7.2. Outcome: Increased number of nomination certificates issued

Measure: Number of certificates issued

What does this measure tell us? This measure refers to the number of nomination certificates allocated by the federal government to Nova Scotia. While Immigration is a shared Federal / Provincial (P / T) responsibility, the lion's share of authority rests with the Government of Canada. The Federal Minister is required by law to table levels for immigration with Parliament each year. In recent years, this range has been 240,000 – 265,000. Ranges are established for all Immigration Classes (Economic Class, Family Class, and Protected Persons Class). Provincial Nominee Programs fall under the Federal Economic Class. To manage the numbers, CIC provides each Province/Territory with an annual Provincial Nominee Program (PNP) allocation.

Where are we now? Nova Scotia issued 723 nomination certificates in 2012, the highest number in program history. In 2011, Nova Scotia issued 525 certificates. CIC initially allocated 500 nominations to Nova Scotia for 2012. An additional 200 certificates were added a result of a national re-allocation of unused allocations from other provinces / territories that were unable to use them. As well, another 23 nominations were made under a Federal Skilled Worker pilot project.

Where do we want to be? The province continues to lobby the federal government to increase Nova Scotia's nomination targets to 1,500 by 2020.

4.7.3. Outcome: Increased immigrant retention rate

Measure: Percentage of immigrants staying in Nova Scotia

What does this measure tell us? This measure refers to the percentage of immigrants whose first point of settlement in Canada is Nova Scotia and who stay here for at least a five-year period. Historically, retention rates are calculated through census data, which covers a five-year period.

Where are we now? As of the 2011 census, Nova Scotia's immigrant retention rate was 70%, up from 63% at the 2006 census. This is due to a number of factors. Selection through the Provincial Nominee Program is more selective; and most of our nominees are skilled workers with permanent full time jobs and higher language skills. They also benefit from:

1) Better access to more settlement and language programming.

2) Excellent Immigrant Serving organizations.

3) Immigrants who stay in Nova Scotia are more likely to be working in their areas of expertise and have better economic outcomes than the national average.

Where do we want to be? Welcome Home to Nova Scotia, the Province's immigration strategy, set a goal of 70% retention or better. While the 2011 census demonstrated that goal has been achieved, we will work to maintain or increase that level so that the 2016 census reflects a similar or greater success.

5.0 Disclosure of Wrongdoing Report

The *Public Interest Disclosure of Wrongdoing Act* was proclaimed into law on December 20, 2011. The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith. The Act also protects employees who do disclose from reprisals by enabling them to lay a complaint of reprisal with the Labour Board.

The following table identifies all such disclosures reported to the Deputy Minister of Labour and Advanced Education.

Information required under Section 18 of the Act	Fiscal Year 2012-13
The number of disclosures received	0
The number of findings of wrongdoing	0
Details of each wrongdoing	N / A
Recommendations and actions taken on each wrongdoing	N / A